

EXHIBIT 3

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Jamie Evans - HR Director

HQ - Empire Koswellpark.org

Roswell Park Mandatory COVID-19 Vaccine Program Request for Reasonable Accommodation Based on Medical Reasons

New York State has mandated the COVID-19 vaccine for hospital staff, including employees, contract staff, students, and volunteers who engage in activities such that if they were infected with COVID-19, they could potentially expose other covered personnel or patients to the disease, except in the case of limited exceptions for medical reasons.

This form is for staff members seeking a reasonable accommodation based on medical reasons. In accordance with the New York State Department of Health regulations, a licensed physician or certified nurse practitioner must certify that immunization with COVID-19 vaccine would be detrimental to the health of the employee based upon a pre-existing health condition. The nature and duration of the medical exemption must be in accordance with generally accepted medical standards (e.g., the recommendations of the Advisory Committee on Immunization Practices of the U.S. Department of Health and Human Services). Please submit the completed form to the Human Resources Management Department, Employee Benefits Office.

This form is to be completed by the employee:

Employee Name

Nicole Smith

Department

Medical Records

Title

Medical Records II

Phone Number

716-533-5343

Provider Contact Information: Please provide the provider information requested below. By signing this form, you are authorizing representatives from the Employee Benefits Office to contact your provider regarding this request.

Provider Name

Name of Practice

Ken-Ton Care Center
2625 Delaware Avenue, Ste 124
Buffalo, NY 14216

Facility Address

Telephone Number

(716) 447-6450

Number

(716) 447-6449

By signing below, I am acknowledging:

New York State Regulations require that covered personnel working at healthcare facilities, such as Roswell Park, be fully vaccinated against COVID-19, and the first dose received by September 27.

- I have been given the opportunity to be immunized with the COVID-19 vaccine at no charge.
- I am requesting a reasonable accommodation based on medical reasons in place of the COVID-19 vaccination request is necessary and based on advice I have received from the below health care provider.

Nicole Smith

Date

9/29/21

HRG EX # 2 ER EX #
CLMT EX # COLE EX #

ALL:

INITIALS

DATE

12/22

P7-8

*Suspended with No Pay
3070

Denied by Roswell NS.